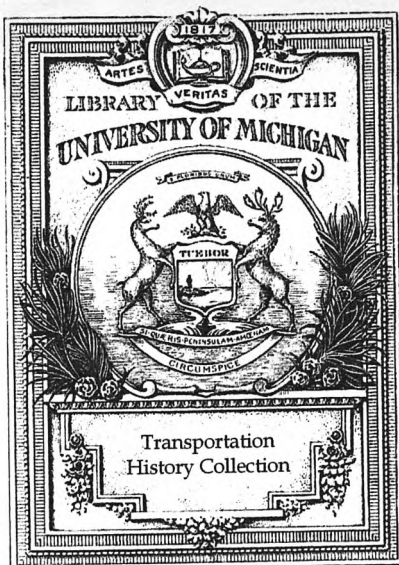


CONSTITUTION
OF THE
AMERICAN RAILWAY UNION

ORGANIZED AT
CHICAGO, ILL.
JUNE 20, 1893



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CONSTITUTION

OF THE

American Railway Union

Adopted June 6th 1893

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AMERICAN RAILWAY UNION.

DECLARATION OF PRINCIPLES.

In the creation of a new organization of railway employes, certain reasons prompting the movement are demanded and should be set forth with becoming candor.

The number of employes now in the service of the railroads in America has been variously estimated from 800,000 to 1,000,000. It is safe to assume that this vast army of employes is, at the present time, not less than 1,000,000.

Accepting the highest claims of the various railway organizations as a basis of calculation, less than 150,000 of these employes are members of such organizations, leaving more than 850,000 who are not enrolled in the ranks of organized labor.

To state the proposition concisely, organization is union. It is a self-evident truth that "in union there is strength," and conversely, without union weakness prevails; therefore, the central benefit to be derived from organization is strength,--power to accomplish that which defies individual effort.

Experience, the great teacher, whose lessons, sooner or later, must be heeded, points out with unerring certainty the defects, and demonstrates the inefficiency of the organizations as they now exist:

First. They do not provide for all classes of employes, it being shown that 850,000 of them, or eighty-five per cent. of the whole number, remain unorganized. These may be divided into three general classes: (1) those who are eligible but decline to join; (2) those who have been expelled because of their inability or refusal to bear the financial burdens which membership imposes, and (3) the multiplied thousands in various departments of the service who are totally ineligible, there being no provision for their admission.

These facts, in the light of thirty years of organization, establish, beyond all controversy, the truth of the declarations

herein set forth, and emphasize the demand for an order in which there shall be room and protection for all whose hearts throb responsive to union sentiments, and whose desire it is to march under union banners in the great struggle for the triumph of union principles.

Second. The existing organizations, designed to promote and preserve harmonious relations between employer and employe, have met with only limited success, if, indeed, it can be shown that any progress in that direction has been made. Never has there existed that mutual confidence, without which, it were misleading to assume that peace, amity and good-will prevail. At best, therefore, this relation between employer and employe, has been little better than an enforced compliance with conditions rarely satisfactory to either party.

Third. What must be said of organizations which have failed to establish friendship and good-will even among themselves? From the first there have existed antagonisms and jealousies, culminating in warring factions instead of a harmonious whole. Organization has been pitted against organization, bringing upon themselves not only disaster but lasting reproach.

Fourth. Protection is the cardinal principle of the present organizations; but they do not protect. Since "an injury to one is the concern of all," a failure to protect all is an exhibition of a purpose without the power to enforce it, and this fact emphasizes the necessity of the federation of organizations, but which, under existing conditions is impracticable, if not impossible.

Fifth. It is universally conceded that one of the most serious objections to the existing organizations is their excessive cost to the membership, the sum totals of which, were the facts known, would amaze the labor world. So enormous have they become, that tens of thousands, unable to bear the burden, have been forced back into the ranks of the unorganized.

Sixth. Another defect in existing organizations is their secrecy, as for instance, the secret ballot, by virtue of which thousands of worthy applicants have been excluded. The air of mystery surrounding their proceedings is not calculated to inspire confidence. On the contrary, in the relations between employer and employe, in carrying forward great enterprises

in which the people at large are profoundly interested, mystery is not required, and is productive of suspicion and distrust. Open, fearless and above-board work is far more in consonance with the spirit of independence and free institutions.

Seventh. The tremendous power conferred upon chief officers has been a source of wide-spread dissatisfaction. The mere dictum of an individual determines whether a strike, involving thousands of employes and millions of dollars, shall or shall not occur. He is, in this sense, an absolute monarch. From his decision there is no appeal. The unanimous vote of the organization cannot prevail against it. Such autocratic power vested in a single person is not only dangerous to a degree that defies exaggeration, but is at war with the American idea of government, in which the one-man rule has no place. The responsibility often involved in a final decision is too great and too grave to rest upon any one man, however sturdy his integrity or unerring his judgment.

Eighth. The subject of grievances and grievance committees has itself become a grievance that cries aloud for correction. The petty complaints that ceaselessly arise among employes and keep them in a state of agitation and unrest, have brought odium upon organizations and weakened their power for good in directions where real grievances demand adjustment. The very term "grievance committee" has become a reproach and a by-word. This brood of evils is in a large measure due to the personal jealousies and enmities flowing out of the inharmonious relations existing between organizations, each of which seeks supremacy without regard to the welfare of the other.

The complex grievance machinery entailing prolonged delays, the vast number of local, general and joint committees, an army in themselves are well calculated to increase rather than diminish grievances. For every complaint that is remedied another takes its place, and thus they multiply, until railway officials lose patience and seek refuge in refusal to make further concessions.

Such petty grievances as are herein indicated ought not to exist at all, and once correct methods of organization are inaugurated, will entirely disappear. Righteous complaints and just demands are always in order, and should receive prompt attention and be pressed to a speedy and satisfactory adjustment.

Ninth. Organizations have become so numerous and their annual and biennial conventions occur so frequently, that the question of furnishing free transportation for delegates, their families and friends, is being seriously considered by railway officials as an abuse of privileges without a redeeming feature. This incessant demand for special trains, special cars, the recognition of credentials, and passes without limit is compromising the character and dignity of organizations and placing their officers and members under obligations which must, sooner or later, in view of the constant agitation for increased pay and other concessions, prove a source of embarrassment and humiliation.

Tenth. The extraordinary fact cannot be overlooked, that while present organizations are provided with expensive striking and boycotting machinery, and while millions of dollars, wrung from their members, have been expended in support of strikes, they have with scarcely an exception been overwhelmed with defeat. The history of railroad strikes, as conducted by railroad organizations, is a recital of brave but hopeless struggle, of strikers defeated, impoverished, black-listed, pursued and driven to the extremity of scabbing or starvation. Under present conditions this result is inevitable, and a century of organization on present lines will not change it. Railway employes have contributed from their earnings untold millions in support of organizations, and are, therefore, entitled to protection instead of promises that can never be fulfilled.

It cannot be denied that the policy of present organizations has filled the land with scabs who swarm in the highways and byways awaiting anxiously, eagerly, the opportunity to gratify their revenge by taking positions vacated by strikers. Thoughtful men have no difficulty in accounting for the failure of railroad strikes. Neither are they at a loss to suggest a remedy. Organized upon correct principles, governed by just laws and animated by unselfish purposes, the necessity for strikes and boycotts among railway employes will disappear.

Experience teaches that defective organization leads to strikes and defeat as certainly as perfect organization will insure peace and success.

Eleventh. The ever increasing body of idle engineers, conductors, etc., seeking in vain for employment, is the

legitimate fruit of promotion on the seniority basis. The pernicious effects of this system can scarcely be over-estimated. A lifetime of faithful service counts for nothing. When dismissal comes, oftentimes for trivial offense, the victim finds the doors of his calling everywhere barred against him. He is compelled to go to the very bottom and serve again his entire apprenticeship. The natural tendency is to weaken organized labor by creating a surplus of experienced men whose necessities make them available to corporations in recruiting their service in times of trouble. It is not strange that the victims of the seniority iniquity renounce organization and take their places with the unorganized.

What is required is a system of promotion that recognizes and rewards merit rather than seniority. Other things being equal, seniority should, of course, have preference. In filling vacancies selection should be made from the line of promotion and from the unemployed in a ratio evincing due regard to the rights of both.

The American Railway Union will include all classes of railway employes, separately organized, yet all in harmonious alliance within one great brotherhood.

There will be one supreme law for the order with provisions for all classes, one roof to shelter all; each separate and yet all united when unity of action is required. In this is seen the federation of classes which is feasible, instead of the federation of organizations, which has proved to be utterly impracticable. The reforms sought to be inaugurated and the benefits to be derived therefrom, briefly stated, are as follows:

First. The protection of members in all matters relating to wages and their rights as employes is the principal purpose of the organization. Railway employes are entitled to a voice in fixing wages and determining conditions of employment.

Fair wages and proper treatment must be the return for efficient service, faithfully performed.

Such a policy insures harmonious relations and satisfactory results. The new order, while pledged to conservative methods, will protect the humblest of its members in every right he can justly claim. But while the rights of members will be sacredly guarded, no intemperate demand or unreasonable proposition will be entertained.

Corporations will not be permitted to treat the organization better than the organization will treat them. A high sense of honor must be the animating spirit, and even-handed justice the end sought to be attained.

Thoroughly organized in every department, with a due regard for the right wherever found, it is confidently believed that all differences may be satisfactorily adjusted, that harmonious relations may be established and maintained, that the service may be incalculably improved, and that the necessity for strike and lockout, boycott and blacklist, alike disastrous to employer and employe, and a perpetual menace to the welfare of the public, will forever disappear.

Second. In every department of labor, the question of economy is forced to the front by the logic of necessity. The importance of organization is conceded, but if it costs more than a working man is able to pay, the benefits to accrue, however great, are barred. Therefore, to bring the expenses of organization within the reach of all, is the one thing required, a primary question which must be settled before those who stand most in need, can participate in the benefits to be derived.

The expenditures required to maintain subordinate and grand lodges, every dollar which is a tax upon labor, operate disastrously in two ways, first by repelling men who believe in organization, and second by expelling members because of inability to meet the exactions, and in both of which the much vaunted fraternity feature, it is seen, is based entirely upon the ability to pay dues. In this it is noted that the organization, as now conducted, are for men, as a general proposition, who have steady work at fair pay, while others less fortunate in these regards, are forced to remain outside to be the victims of uncharitable criticism.

Hence, to reduce the cost to the lowest practicable point is a demand strictly in accord with the fundamental principles of economy, and any movement which makes it possible for all to participate in the benefits ought to meet with popular favor.

This reduction of cost, the new organization proposes to accomplish in a way that, while preserving every feature of efficiency that can be claimed by existing organizations, will so minimize expenses that members will not be forced to

seek relief, as is now the case, in the abandonment of organization. To accomplish this reduction a number of burdens such as grand and subordinate lodges, annual and biennial conventions, innumerable grievance committees, etc., will be eliminated. As these unnecessary features will not exist, the entire brood of taxes necessary to maintain them will be unknown.

Third. The new organization will have a number of departments, each of which will be designed to promote the welfare of the membership in a practical way and by practical methods. The best thought of workingmen has long sought to solve the problem of making labor organizations protective, not only against sickness, disability and death, but against the ills consequent upon idleness, and those which follow in its train: hence there will be established an employment department in which it is proposed to register the name of every member out of employment. The department will also be fully informed where work may be obtained. It is doubtful if a more important feature could be suggested. It evidences fraternal regard without a fee, benevolence without alloy.

Fourth. In the establishment of a department of education, a number of important features are contemplated, as, for instance, lectures upon subjects relating to economics, such as wages, expenses, the relations of employer and employe, strikes, their moral and financial aspects, etc. In this connection a daily paper will be established whose mission it will be to advocate measures and policies in which labor had vital interests, and also the publication of a standard monthly magazine, which will occupy a still broader field in the discussion of questions which engage the attention of the best writers and thinkers of the times.

Fifth. There will be a department designed to promote legislation in the interest of labor, that is to say, the enactment of laws by legislatures and by congress, having in view well defined obligations of employer and employes, such as safety appliances for trains, hours of labor, the payment of wages, the rights of employes to be heard in courts where they have claims to be adjudicated, and numerous others in which partisan politics will play no part, the common good being the animating purpose.

Sixth. In the department of insurance sound business principles will be introduced, something that has not hitherto

engaged the serious attention its importance merits. At present insurance entails grievous burdens without corresponding benefits; to lessen the cost while maintaining every security and every benefit, will be the problem the department will solve. It is the purpose to have a life as well as an accident department, both to be optional with the membership.

With this declaration of its purposes and with boundless faith in its conquering mission, the American Railway Union consecrates itself to the great cause of industrial emancipation.

It comes with a message of greeting and good cheer to all organizations and all men who stand pledged to the sacred work of lightening the burden and lifting up the bowed form of labor.

It hails with a glow of satisfaction the signs of the times, indicating with unerring certainty the coming of the new and better era, when heart, brain and conscience, in holy alliance, shall be the controlling power in human affairs.

In this spirit it enters upon its chosen field and will labor with all the zeal, devotion and ability at its command to attain the cherished objects of its high ambition.

AMERICAN RAILWAY UNION.

CONSTITUTION OF GENERAL UNION.

NAME AND LOCATION.

Section 1. This organization shall be known as the **AMERICAN RAILWAY UNION**, and its headquarters shall be located at Chicago, Illinois.

HOW ORGANIZED.

Sec. 2. The American Railway Union shall be composed of a General Union, consisting of a Board of Directors, of not less than nine members, and the duly accredited local representatives; also of the local unions instituted under the jurisdiction of the order.

BOARD OF DIRECTORS.

Sec. 3. The Board of Directors shall be elected quadrennially and shall have general supervision of the organization. They shall hold stated meetings on the second Tuesdays in the months of June, September, December and March of each year and such special meetings as may be required for the transaction of business. The Board shall, at each of its meetings, make special inquiry through its various standing committees and other available sources into the matter of protection, as vouchsafed by the constitution to all members of the order; and if it be found that any member has not been fully protected in all rights as an employe, such action shall be taken as will strengthen the order where weakness prevails and give it efficiency to fully protect the rights and interests of every members.

Sec. 4. The officers of the Board shall consist of a President, Vice-President and Secretary, who shall be elected annually on the second Tuesday in June, and shall serve until their successors are elected and qualified.

Sec. 5. A majority of the Board shall constitute a quorum for the transaction of business.

Sec. 6. The Board is empowered to provide such rules, issue such orders and adopt such measures as may be required to carry out the objects of the order, provided that no action shall be taken that conflicts with this constitution.

Sec. 7. Any member may be removed from office by a two-thirds vote of all the members of the Board, provided he shall be entitled to a trial and that the charges against him shall be reduced to writing, and he shall be given an opportunity to make his defense.

Sec. 8. The Board is authorized to fill all vacancies that may occur by removal, resignation or death.

Sec. 9. The committees of the Board, consisting of three members each, who shall be appointed annually by the president and vice-president shall be as follows: Literature and Education, Legislation and Co-operation, Mediation, Insurance, Employment, Finance, and such others as may be deemed necessary.

Sec. 10. Special meetings may be called by the president or by request of any three members.

DUTIES OF OFFICERS AND DIRECTORS.

Sec. 11. It shall be the duty of the president to preside over the meetings of the Board and the quadrennial meetings of the General Union. He shall, at each annual meeting of the Board and at each quadrennial meeting of the General Union, submit a report of the transactions of his office, and make such recommendations as he may deem necessary to the welfare of the order. He shall enforce the laws of the order, sign all charters, circulars, reports and other documents requiring authentication. He shall decide all questions and appeals, which decisions shall be final, unless otherwise ordered by the Board. He may, with the concurrence of the Board, deputize any member to perform any required service, issue dispensations not inconsistent with the constitution or regulations of the order, and perform such other duties as his office may impose; and he shall receive such compensation for his services as may be determined at the time of his election.

Sec. 12. It shall be the duty of the vice-president to assist the president in the performance of his duties; to preside

in the absence of the president, and, in case of vacancy, he shall succeed to the office of president and perform its duties until a successor is elected and qualified.

Sec. 13. It shall be the duty of the secretary to keep a correct record of the proceedings of the Board of Directors and of the General Union. He shall submit to each local union a printed copy of the proceedings of all meetings of the General Union and of all annual meetings of the Board of Directors; have charge of the correspondence of the order, file and keep all communications and papers received by him, and sign all charters, circulars, reports and other documents emanating from the General Union. He shall keep an itemized account between the General Union and all local unions; receive and receipt for all moneys due from all sources; take charge of all the funds and properties of the order; make daily deposit of the funds in such bank or banks as may be designated by the Board of Directors, and perform all other duties appertaining to his office. He shall file a bond for the faithful performance of his duties in such an amount and with such sureties as the Board may require. At the close of each fiscal year he shall transmit to the Board and to each local union a complete itemized report, approved by the Committee on Finance, of all the business transacted by his office. He shall be authorized to appoint, with the concurrence of the Board, such assistants as may be required in the performance of his duties; and for his services he shall receive such compensation as may be determined at the time of his election.

Sec. 14. It shall be the duty of the Directors, while the Board is not in session, to organize and visit local unions in such districts as may be assigned them by the president; to attend and address meetings held in the interest of the order; to investigate differences arising between members and their employers and give such advice or assistance as may be required. They shall perform such other duties as the Board may direct; and at the close of each fiscal year they shall submit a report of the business transacted by them. They shall receive such compensation for their services as may be determined at the time of their election.

FISCAL YEAR.

Sec. 15. The fiscal year of the order shall begin on the first day of May and end on the thirtieth day of April.

SEAL.

Sec. 16. The seal of the General Union shall be circular in form and shall bear the inscription: "American Railway Union, Chicago, Ills., Instituted June 20th, 1893." In the center there shall appear a flaming torch, held by a hand, symbolizing the reign of light inaugurated by the order.

REVENUE.

Sec. 17. The revenue of the General Union shall be derived from an admission fee not to exceed one dollar per member and a capita tax not to exceed one dollar per annum, from each member, payable in advance, on or before the 20th day of May each year. The Board of Directors shall be authorized to fix the admission fee and the capita tax from time to time at the lowest amount required to defray the expenditures of the order.

Sec. 18. No moneys shall be expended except by order of the Board of Directors and upon a voucher signed by the president and secretary.

MEETINGS.

Sec. 19. The General Union shall meet quadrennially, beginning on the second Tuesday in June, 1894. Special meetings may be called by the Board of Directors or by a majority vote of local unions. All meetings shall be held in the city in which the headquarters of the order are located.

AMENDMENTS.

Sec. 20. This constitution may be amended from time to time by the Board of Directors, provided that all amendments shall be transmitted to each local union and receive the sanction of a majority of those voting. Amendments may also be proposed by local unions, and upon being approved by the Board shall be transmitted to all local unions for ratification. Amendments may also be proposed by the Board of Directors and by local unions at each quadrennial meeting of the General Union, provided a copy thereof shall be filed with the secretary of the General Union at least thirty days prior to the meeting; and such amendments shall require a majority vote for their adoption.

AMERICAN RAILWAY UNION.

CONSTITUTION OF LOCAL UNIONS.

HOW INSTITUTED.

Section 21. A local union shall consist of not less than ten members and shall be assigned a number at the time it is instituted. Seven members shall constitute a quorum.

Sec. 22. In instituting a local union all classes of railway employes shall be eligible, provided that any ten or more members who follow the same or practically the same occupation, may petition the Board of Directors for a charter to institute a local union representing their special class or department in the railway service; and if said charter be granted, said members shall be given transfer cards and file the same with the secretary of the new union.

SEAL.

Sec. 23. The seal shall bear the number and location of the union and in other regards shall be similar to the seal of the General Union.

MEMBERSHIP.

Sec. 24. A person of good character employed in the railway service is eligible to membership, except general yard masters, train masters, road masters, supervisors of bridges and buildings, general or commercial agents, superintendents of telegraph, master mechanics, division superintendents, superintendents of transportation and all other officials of similar or higher rank. A person having served as a railway employe and not engaged in such service at the time of making application may be admitted by a two-thirds vote of a local union.

Sec. 25. A person desiring membership shall make application in the prescribed form to the nearest local union representing the line or system upon which he is employed, the applicant to be recommended by a member of such union.

Said application shall be read by the secretary at the following meeting, and if accepted by a majority vote, the applicant at once becomes a member of the union, and his name is enrolled as such on the roster of membership. An applicant receiving less than a majority vote shall be rejected and his application fee returned.

Sec. 26. A member who, by promotion or otherwise, changes employment or a member changing his residence shall at once be transferred to the class or union, as the case may be, most nearly representing his occupation and the line or system by which he is employed. When under the foregoing provisions a change from one union to another becomes necessary, the secretary shall on application issue a transfer card which shall be accepted by the secretary of the union proposed to be joined, and the name of the bearer enrolled as a member of said union.

Sec. 27. Any member in good standing may terminate his membership by applying to the secretary for a card of withdrawal, which shall be at once issued and the name of the applicant stricken from the rolls.

DUES AND FEES.

Sec. 28. The admission fee of an applicant shall not be to exceed two dollars, of which one dollar shall be for the General Union and the remainder for the local union, and said fee must accompany the application.

Sec. 29. At the close of each meeting the secretary shall transmit to the Secretary of the General Union the names of all members admitted at said meeting, their occupation and the name of the line upon which they are employed, together with a remittance of an amount equal to one dollar for each member, as provided in the foregoing section.

Sec. 30. The dues of a member shall be such an amount and payable at such times as may be determined by the local union.

Sec. 31. The capita tax for the maintenance of the General Union shall be one dollar per year, payable by each member on or before May 1st, and a full register of names with due credit given those having made payment shall be forwarded by the

secretary of each union together with a remittance to correspond, to the secretary of the General Union, so as to reach him not later than May 20th.

Sec. 32. Any member failing to make payment of any dues or fees herein authorized shall be deprived of all benefits of the order, and if not paid within six months, the secretary shall strike his name from the rolls, and at once notify the secretary of the General Union to that effect.

Sec. 33. Any local union failing to pay its capita tax shall be deprived of the benefits of the order, and if not paid within three months its charter may be revoked by the Board of Directors.

COMPLAINTS AND ADJUSTMENTS.

Sec. 34. Any member having a complaint against his employers may refer the same to the Board of Mediation of the union of which he is a member, and they shall promptly investigate the same, and if it be found that the member has a just complaint the Board shall do all in its power to have the wrong remedied, failing in which they shall notify the president of the General Union, who shall authorize the most available member of the Board of Directors to visit and meet with the local Board and endeavor to adjust the difficulty, failing in which he shall call on the president to convene the Board of Mediation of the General Union, who in turn shall, if their efforts are fruitless, direct the president to convene the Board of Directors, and they shall have full power to proceed as they may deem prudent in securing a speedy and satisfactory adjustment of the difficulty.

OFFICERS AND BOARDS.

Sec. 35. The officers of a union shall consist of a president, vice-president, secretary, representative, and such assistant officers as the union may determine. The boards shall consist of a Board of Mediation, a Board of Finance of three members each, and such others as the union may authorize, and they shall be elected in the month of April to serve for a term of one year.

Sec. 36. A local union may hold stated or special meetings, as the interests of its members may require and as the union may determine.

DUTIES OF OFFICERS AND BOARDS.

Sec. 37. It shall be the duty of the president to preside over the meetings of the union and to discharge its executive functions. He shall in conjunction with the vice-president appoint all committees. He shall sign all cards and other documents requiring to be authenticated, and at the close of his term he shall surrender his office to his successor.

Sec. 38. It shall be the duty of the vice-president to assist the president in the performance of his duties, and in case of vacancy in the office of president he shall succeed to that position and discharge its duties until a successor is elected and qualified.

Sec. 39. It shall be the duty of the secretary to keep a record of the proceedings of the union, conduct its correspondence, keep a financial account between the union and its members and between the union and the General Union, make due return of all moneys received, and transact all other duties the office may impose.

Sec. 40. It shall be the duty of the Board of Mediation to promptly examine into all complaints of members. They shall be authorized to deputize members to assist in the performance of their duties and only such members shall be selected as directly represent the class or department in which the complaint originated.

Sec. 41. It shall be the duty of the representative to attend the meetings of the General Union and file with the secretary a report in writing of the proceedings thereof; for his services he shall receive such compensation as the union may determine.

Sec. 42. It shall be the duty of the Board of Finance to make examination of the books, accounts and all other financial affairs of the union, and to make such recommendations as may be deemed necessary to promote the financial welfare of the union.

FISCAL YEAR.

Sec. 43. The fiscal year shall begin on the first day of May and end on the thirtieth day of April, and at the close

of each year the officers shall submit a full report of the transactions of their several offices.

CARDS.

Sec. 44. Each member shall upon admission be entitled to a card which shall bear his name, occupation and the name of the road upon which he is employed, and said card shall be renewed at the beginning of each fiscal year on payment of the per capita tax; said card shall be signed by the president and secretary of the local union, bearing also the signature of the general secretary and the seal of the General Union.

TRIALS.

Sec. 45. Any member violating any of the laws or principles of this order may be suspended or expelled, provided he has been found guilty of charges preferred against him in writing by a member in good standing, and provided further that the penalty shall be affixed by a committee of not less than three members appointed by the president to try the case and approved by a majority vote of the union.

Sec. 46. Any member dissatisfied with the verdict may within thirty days thereafter appeal to the Board of Directors, and the secretary shall forward such appeal with a transcript of all the proceedings in the case to the secretary of the Board.

MISCELLANEOUS.

Sec. 47. Any member engaged directly or indirectly in the sale of intoxicating liquors shall at once sever his connection with the order. Failing to apply for a card of withdrawal, the secretary shall strike his name from the rolls.

BY-LAWS.

Sec. 48. A local union may adopt suitable by-laws for its guidance, provided they do not conflict with the Constitution.

AMERICAN RAILWAY UNION.

PROCEEDINGS OF GENERAL UNION.

1. Call of Representatives.
2. Election of Directors.
3. Communications.
4. Introduction of Documents.
5. Reports of Officers and Committees.
6. Miscellaneous.

PROCEEDINGS OF LOCAL UNIONS.

1. Reading of Minutes.
2. Reports of Officers and Committees.
3. Communications.
4. Applications for membership.
5. Complaints and Adjustments.
6. Miscellaneous.

RULES OF ORDER.

The General Union and local unions shall be governed by the rules laid down in Roberts' "Rules of Order."

THE AMERICAN RAILWAY UNION.

OFFICERS.

EUGENE V. DEBS,
President.

GEORGE W. HOWARD,
Vice-President.

SYLVESTER KELIHER,
Secretary.

Office:

421 Ashland Block,
CHICAGO, ILL.

The Constitution of the American Railway Union is a document which historians and students refer to in the study of American Labor History and/or Eugene V. Debs.

The Brotherhood of Locomotive Firemen and Enginemen and the Brotherhood of Railroad Trainmen, both of which were served by Eugene V. Debs as an officer and advisor, are privileged to present a limited number of this reproduction of the original document to the Deb's Memorial Foundation.

H. E. Gilbert, President, BLF&E

Charles Luna, President, BRT

